| Initiative | **PeopleSoft (GMIS) HRMS** |
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| Description | This application has, for the first time, gathered comprehensive HR information about all of the State's employees. We have used this application to provide employees with direct access to review their current information and to modify their health and life insurance benefits information. This information is transmitted to each of the state's benefits carriers electronically thus eliminating almost all paperwork and data re-entry for both the State and the carriers. Initiatives are underway to directly tie HR information to next-generation access control infrastructure to better secure the State Office complex; we will also use Human Resource information to drive and manage eProcurement approval processes. Over the next year we will roll-out a common method of collecting and recording employee's payable time with electronic interfaces to the Auditor of State's payroll system, dramatically reducing the paperwork involved in this largely manual process, increasing the visibility of the related information to agency management, and explicitly and systematically enforcing the State's payroll rules |
| Support of goal(s) | 4. Common Solutions: The application is centrally supported and used by many agencies.  Time and Labor will consolidate several disparate applications within the agencies.<br>5. Continuous Improvement: The HRMS application provides a central source for all HR information, and it is the foundation upon which future services can be offered.<br>6. Customer Service: More timely information is now available to the agencies.  Employees can update their benefits information without requiring the intervention of the payroll administrator. |
| Person / agency responsible | Jeff Underwood, and GMIS Team |
| Other agencies / areas involved | State Personnel, all other agencies |
| Milestones and completion date | Time and Labor implemented: July 2004 |